

GACHA

Annual Report 2008

Delaware Governor's Advisory Council on Hispanic Affairs

Jack A. Markell, *Governor*
Jorge Luis Camacho, *Chair*
Wanda Lopez, *Executive Director*



GACHA

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Message to the Governor



Governor's Advisory Council on Hispanic Affairs
1901 North Dupont Highway
Charles Debnam Building
Delaware Health & Social Services Campus
New Castle, DE 19720

Jack A. Markell
Governor

Rita Landgraf, Secretary
Delaware Health and Social Services

The Honorable Jack A. Markell, Governor:

The members of the Delaware Governor's Advisory Council on Hispanic Affairs (GACHA) are pleased to present to you this 2008 Annual Report, which demonstrates our commitment to serving your administration and Hispanic Delawareans. It presents the accomplishments of our five subcommittees, which represent areas of critical importance to the Hispanic community:

- Historical/Cultural Affairs
- Education
- Social Justice
- Health
- Economic Development

Despite the many challenges that the State of Delaware is facing, the members of GACHA believe that is more important than ever to continue working to improve the quality of life for Hispanic Delawareans—and by doing so, improve the quality of life for all Delawareans.

Census figures show that the total Hispanic population in Delaware has doubled since 2000. Current estimates place the Hispanic population at more than 57,000, which represents 6.5% of the state's total population. With this rapid growth comes an added responsibility to serve our growing population efficiently and consistently. Accordingly, members of GACHA are exploring how the Council can reorganize to reflect the best practices of our peer organizations nationwide. Our goal is to expand GACHA's role to better serve the state's Hispanic community as a whole by acting as a central clearinghouse for information and services that will help bridge the many and diverse local Hispanic communities.

GACHA envisions that one of its most important contributions will be helping to build the capacity of Hispanic community organizations, which will in turn enable those organizations to serve their local populations more effectively. For example, GACHA would like to partner with these organizations to apply for grants, subcontract programs to local groups, and conduct training programs that will strengthen their staff and leadership.

As we have learned over GACHA's 30-year history, it is by drawing on the strength of the State's Hispanic community—through the many relationships we have formed with individuals throughout the state as well as partnerships we have formed with other Hispanic organizations in Delaware—that we will be able to accomplish our goals, continuing our work to create a brighter future for all.

We are all honored to have the opportunity to serve on this Council and wish to express our gratitude for your support.

Jorge L. Camacho
GACHA Chair

Wanda M. Lopez
GACHA Executive Director



Jorge L. Camacho
GACHA Chair



Wanda M. Lopez
GACHA Executive Director

Members of the Governor's Advisory Council on Hispanic Affairs

Caridad Alonso, Education Committee
Maria D. Cabrera, Chair, Economic Development Committee
Charito Calvachi Mateyko, Historical/Cultural Affairs Committee
Jorge Camacho, Chair, GACHA; Social Justice Committee
Cherisse Carlisle, Economic Development Committee
Milton Delgado, Chair, Health Committee
Pastor Israel Figueroa, Social Justice Committee
Michelle Jewel, Economic Development Committee
Magda Korn, Historical/Cultural Affairs Committee
Nancy Lopez, Economic Development Committee
Wanda Lopez, GACHA Executive Director; Chair,
Historical/Cultural Affairs Committee

Maria Matos, Co-Chair, Education Committee; Executive Committee
Della Miller, Health Committee
Representative Joseph Miro, Social Justice Committee
Cindy Mitchell, Social Justice Committee
Danny Perez, Economic Development Committee
Edith Prado, Historical/Cultural Affairs Committee
Eli Ramos, Education Committee
Margaret Reyes, Chair, Social Justice Committee
Carmen Rivera, Health Committee
Keyla Rivero-Rodriguez, Historical/Cultural Affairs Committee
Yvette Santiago, Co-Chair, Education Committee; Executive Committee
Maria "Tere" Villot, Health Committee

County Chairs:

New Castle County Chair: Yvette Santiago
Sussex County Chair: Eli Ramos

Gacha Support:

Marissa Rather-Lopez (student volunteer)
Lorraine Makone (University of Delaware GACHA Legislative Intern)
Dennis J. Savage, Director of the Office of Community Services
(GACHA fiscal administrator)



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Introduction

The Governor's Advisory Council on Hispanic Affairs (GACHA), formed by an Executive Order signed by Governor Dupont in 1978, reissued by Governor Michael Castle in 1985, and reissued by Governor Thomas R. Carper in 1995 (included at the end of this report), has the critical role of advising the Governor of Delaware on issues having an impact on Hispanic Delawareans, as well as linking Hispanic Delawareans with their state government.

Vision Statement

The Governor's Advisory Council on Hispanic Affairs is recognized as the leading voice for Hispanics in Delaware.

Mission Statement

To serve as a representative voice on issues and concerns pertaining to health, education, social services, civil and human rights, legal and legislative matters, employment, finance, and any other areas that may impact the equality, service, and treatment of Delaware's Hispanic community. We serve the Governor and the people of Delaware by fostering the progress of communication and delivery of services to Delaware's Hispanic community.

GACHA's three objectives are focused on service, commitment, and dedication. The Council considers its responsibilities to include the following:

- Seeking to stay informed about all aspects of Hispanic life in Delaware, by fact-finding, gathering data, requesting reports from state agencies, and commissioning studies.
- Becoming experts on the services provided by the state to Hispanic Delawareans, including life skills, translation services, and advocacy.
- Keeping the Governor informed and up to date with issues affecting the Hispanic community in the state, and advising the Governor and her cabinet on Hispanic issues.
- Keeping the Governor abreast of issues affecting the Hispanic community in the state, and advising the Governor and his cabinet on Hispanic issues.
- Educating the Administration in the areas of cultural sensitivity and barriers to service.
- Communicating with the Hispanic community—and the community at large—regarding issues unique to Hispanic Delawareans, through public hearings and other channels.
- Proposing legislation and policy changes, as appropriate.

GACHA continues to actively seek out collaborative relationships to extend its reach and expand the resources available to support the Council's efforts, for example:

- GACHA created a page on the state website to house reports and contact information (<http://dhss.delaware.gov/dhss/dssc/gacha>)

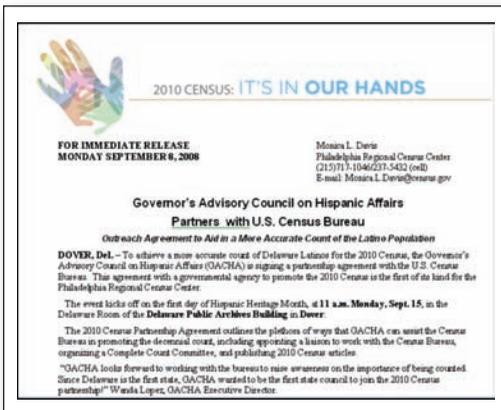
Service, Commitment, Determination

Introduction

- GACHA created an online Community Calendar to post events and meetings being forwarded by the community (<http://gacha-de.org>).
- A Memorandum of Collaboration has been drafted between the United States Hispanic Leadership Institute (USHLI) and 13 state-level Hispanic councils and commissions, including GACHA, to “establish strategic and legislative direction to advise, improve, and/or bring awareness to the social issues and public affairs that universally affect Hispanic communities in the United States.”



•By Executive Order, a copy of which is included at the end of this report, the Governor’s Consortium on Hispanic Affairs was established. This consortium enhances and supplements the work performed by the GACHA by providing grant opportunities made possible by the Arnsht-Cannon Fund of the Delaware Community Foundation. The results of the Consortium’s Delaware Hispanic Needs Assessments, along with supplemental reports and briefs, can be found at <http://www.delcf.org>.

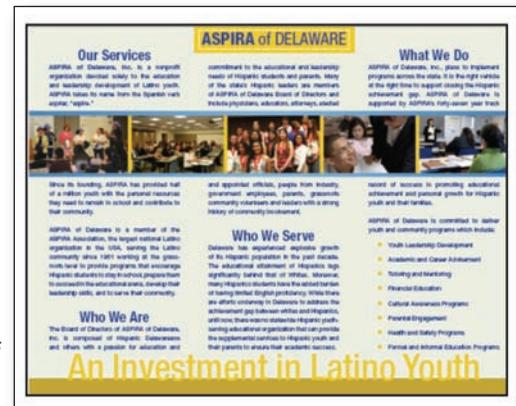


•GACHA participated in the MotiVote coalition of civic, political, and nonprofit organizations. This voter education, registration, and empowerment initiative was spearheaded by the Metropolitan Wilmington Urban League (MWUL) to increase voter participation. GACHA formed a partnership with the U.S. Census Bureau to help raise awareness on the importance of being counted and achieve a more accurate count of Delaware Hispanics for the 2010 Census. This agreement with a governmental agency to promote the 2010 Census is the first of its kind for the Philadelphia Regional Census Center. GACHA will assist the Census Bureau in promoting the decennial count, including appointing a liaison to work with the Census Bureau, organizing a Complete Count Committee, and publishing 2010 Census articles.



- GACHA was named to the Family & Community Engagement Panel. The panel was created by the Delaware Department of Education as part of the Vision 2015 Plan to develop a statewide common definition of family and community engagement and to develop recommendations to help the state, districts, and schools implement best practices in family and community engagement. As a result, GACHA members participated in a 60-hour training session, the Delaware Parent Leadership Institute, to help Hispanic parents be better advocates for their children in public schools.
- GACHA is a partner in the College Planning Community (CPC) to create Free Application for Federal Student Aid (FAFSA) workshops with bilingual volunteers to assist Hispanic students in completing the FAFSA.
- GACHA volunteers coach Hispanic high school seniors in the ASPIRA of Delaware Saturday Academies, helping with the college application process, providing assistance with essays, scholarship searches, career panels, and conducting workshops for their parents.

Through the work we do and the issues we address, GACHA serves the Governor, his Administration, and the State as a whole. The Council is also grateful for the support it receives from the Delaware General Assembly, and pledges to remain mindful of the General Assembly’s vision for the people of Delaware.



Executive Summary

As outlined in the 2007 GACHA Annual Report, Council members emphasized collaboration as the most effective way for the Council to achieve its objectives.

Clearly, collaborating with state agencies has resulted in many positive cooperative efforts that benefit both the state of Delaware and the Hispanic community. Having the opportunity to be present when issues of importance to Hispanic Delawareans are discussed among state agencies; to be called on as a resource by the heads of all state departments; and to be included in task forces and in recommendations made so as to reflect the population being served results in improved outcomes.

The Council is pleased to present this report of its accomplishments in 2008—and its plans for future work—because it clearly demonstrates that this collaborative approach is having a significant and positive impact on the progress the Council members are making.

By forming partnerships, building relationships, and working together with individuals, teams, and organizations throughout the state, GACHA has been able to make a difference in many areas of awareness and policy, as outlined in the following initiatives undertaken by the Council in 2008



GACHA Initiatives

Historical/Cultural Affairs Committee

Chair: Wanda Lopez

Committee Members: Magda Korn, Charito Calvachi Mateyko, and Keyla Rivero-Rodriguez

Mission Statement

To preserve Delaware's Hispanic history and promote cultural awareness.

5-Year Strategic Plan

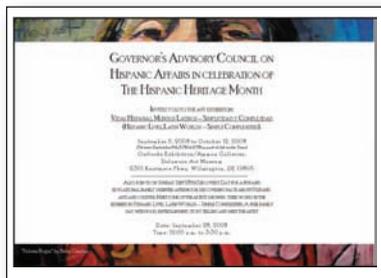
Newly formed in 2008, the committee developed its 5-year plan to address the following topics:

- Research, promote, and preserve Hispanic history in Delaware
- Collaborate with historical and cultural organizations to raise awareness of Hispanic Heritage Month

First GACHA Hispanic Heritage Month Proclamation

On September 15, 2008, Governor Ruth Ann Minner signed the first GACHA Hispanic Heritage Month Proclamation announcing September 15-October 15 as Hispanic Heritage Month in Delaware. This was GACHA's first annual event and it was held in the Delaware Public Archives Building. The proclamation of Hispanic Heritage Month celebrates the heritage and culture of Hispanic Americans and their immense contributions to the state and the nation.

First Exhibit of Latin/Hispanic Art at the Delaware Art Museum



Hispanic Lives, Latin Worlds—Simple Complexities (Vidas Hispanas, Mundos Latinos—Simplicidad y Complejidad), the first Latin Art exhibit at the Delaware Art Museum, was organized by guest curator Ricardo Stoekicht in collaboration with the Governor's Advisory Council on Hispanic Affairs. The exhibit, held September 6-October 12, 2009, featured more than 25 works of art by Hispanic artists from Delaware and the mid-Atlantic region whose ancestry ranges throughout the Latin American countries, including Ecuador, Argentina, Mexico, Brazil, Puerto Rico, Bolivia, Nicaragua, Venezuela, Peru, Colombia, Chile, Cuba, and Guatemala, as well as Spain. This exhibition was timed to celebrate Hispanic Heritage Month, which ran from September 15-October 15.

According to the museum program for the exhibit, "imagery in the exhibition's prints, paintings, photographs, mixed media works, and installations capture ideas and feelings of universal importance but especially meaningful to Latin Americans today. Included are references to ancient civilizations, nature, spirituality, and the immigration experience. Rather than centering on one subject or style, *Hispanic Lives* reveals the diversity of Latin American culture by presenting juxtapositions both subtle and easily apparent—young and old, traditional and modern, rural and urban, suffering and triumph. Simplicity and complexity are drawn together and apart, unified by the Spanish language."

Hispanic/Latino Delaware Oral History Project

GACHA's Historical/Cultural Affairs Committee began archiving Hispanic history through collaboration with Dr. Alvina Quintana, University of Delaware Associate Professor of Latin American Studies, Rebecca Johnson Melvin, University of Delaware Library Special Collections, and Gabriel Pilonieta, editor of *EL TIEMPO HISPANO*. The purpose of the Hispanic/Latino Delaware Oral History Project is to collect audio- and video-recorded oral histories of members of Delaware's Hispanic community as well as selected documentary materials such as photographs and manuscripts, all of which may be placed in the permanent collections of the Special Collections Department of the University of Delaware Library.



Education Committee

Co-Chairs: Maria Matos and Yvette Santiago

Committee Members: Caridad Alonso and Eli Ramos

Mission Statement

To serve as a catalyst for educational access, opportunity, and success for Hispanic students in Delaware.

Vision Statement

To improve access to equal education and eliminate educational disparities and the achievement gap among Delaware Hispanic students.

5-Year Strategic Plan

The Education Committee established its 5-year strategic plan to focus on the following critical areas of importance to Hispanic students in the State of Delaware:

- Increase graduation rates among Hispanic students
- Increase enrollment in higher education
- Increase the number of students involved in the Delaware SEED Scholarships program
- Decrease the achievement gap between Hispanic students and other students
- Increase the number of school districts participating and the number of students being nominated for the Hispanic Student Recognition Program (HSRP).

The Education Committee is currently in the second year of its 5-year strategic plan. As the committee continues to work in collaboration and in alignment with the Department of Education, we are constantly revisiting the committee's overarching goal of steadily increasing graduation rates among Hispanic students in Delaware. There are many strategies collectively that can make this goal a reality. However, it is only when these strategies are effectively supported, funded, and executed statewide, district by district and school by school, that change will come about. This is a systems change that must be successful and is absolutely critical to a prosperous future both socially and economically. There are many disparities today, but the disparity in education as it exists today is detrimental to all globally.

There are many strategies supported by research that are essential to academic success. These strategies are the basic principles necessary for any student to succeed. Essentially speaking, they are: access to affordable early childhood education; highly qualified teachers; safe, caring, and supportive learning environments; parental, community, and student engagement in the entire educational process; and most of all, respect and cultural competence to understand that all parents want the best for their child and want their child to graduate from school and go on to institutions of higher learning. All students want to learn and be successful. How do we get there? TOGETHER!

Collaboration is powerful and very effective. Leveraging existing expertise, resources and sharing information has been instrumental in the work of the Education Subcommittee. The "Success Agenda" below is a result of the DOE and GACHA collaboration:

- DOE Liaison assigned to GACHA
- Ongoing quarterly collaboration meetings
- Sharing and exchanging of reports, data, concerns, and potential solutions
- Accountability
- Common understanding and mutual respect to work together to reach common goals
- Statewide dissemination and awareness of the Hispanic Student Recognition Program (HSRP)
- Narrowing of the achievement gap at the elementary level for Hispanic students
- Momentum that has been gained in the area of Early Childhood Education and now has significant executive and legislative support and focus (Delaware Stars for Early Success program)
- Slight increase (4% to 5%) in the number of students self-identified as Hispanic that are participating in the Delaware SEED (Student Excellence Equals Degree) Program
- Collaborative efforts and reform have led to an increase in graduation among Hispanic students: the Hispanic dropout rate has decreased by 2% since the 2004-2005 school year

Education Committee

Early Childhood Education and Parent Literacy

Early childhood education is gaining more attention nationally. Research proves that children involved in early childhood education have a higher likelihood to be ready and successful in school than their counterparts who do not. There are many initiatives in this area, but early childhood education combined with parent literacy are key ingredients to academic readiness and success.

Since 2007, the University of Delaware has partnered with three Head Start Centers in New Castle County through the Opening Door to Literacy Grant. Although teachers are undeniably influential in promoting young children's literacy growth, they cannot go at it alone. Parents are essential partners in their children's development of speaking, reading, and writing skills. As such, several workshops are provided at the Head Start Centers both in English and Spanish to help parents become partners in their children's learning. By providing parent literacy workshops in Spanish, Hispanic families are learning how to talk effectively with their children about books and print.



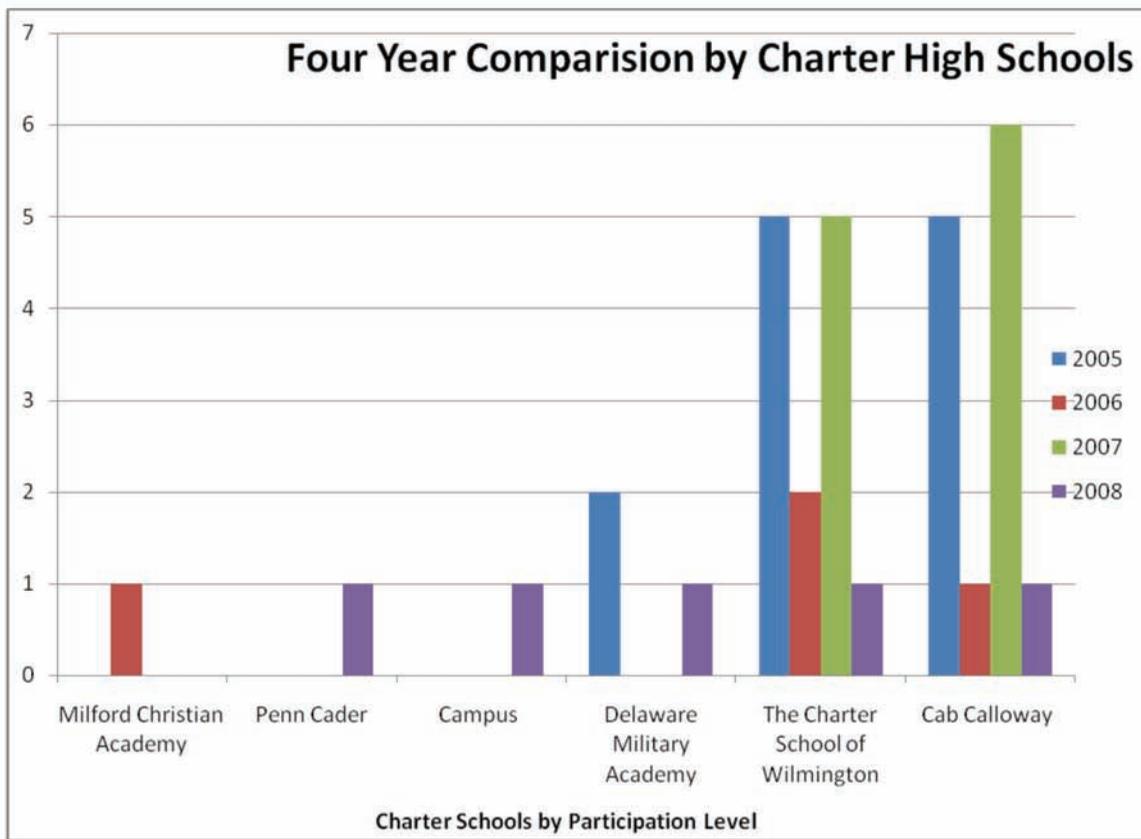
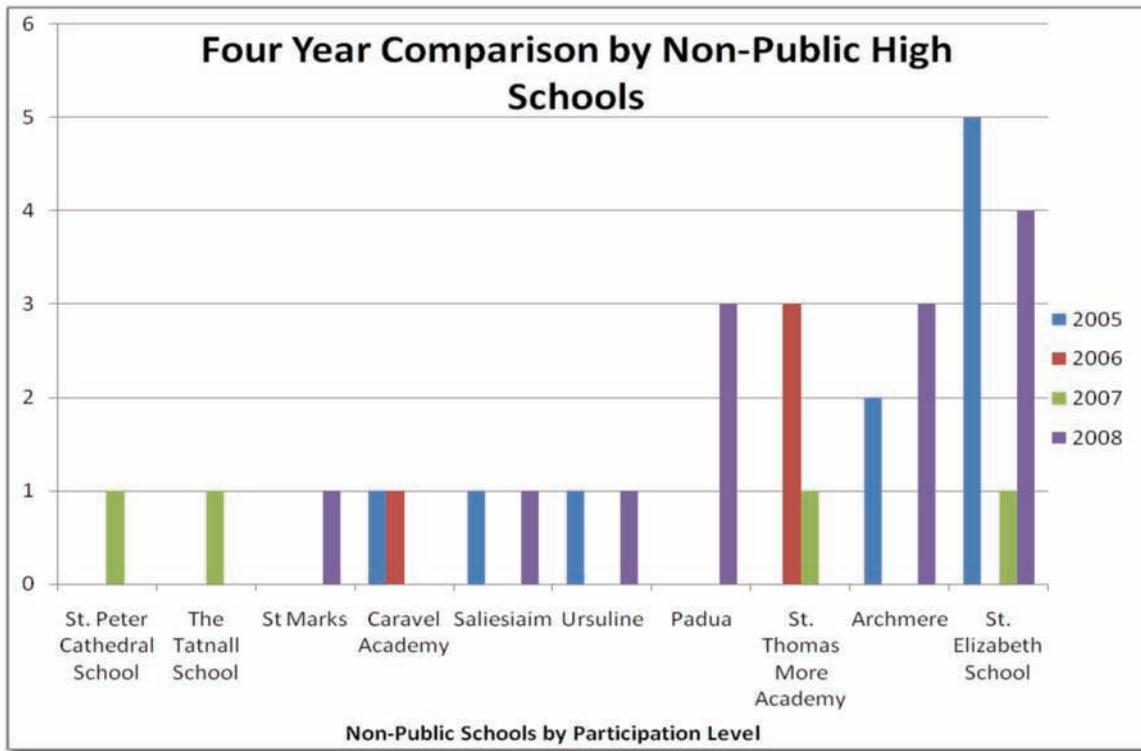
Research has established that children who are literate in a first language are able to transfer literacy skills from their first language to a second one. Consequently, Hispanic parents are facilitating their children's transition to English by establishing a foundation in transferable literacy skills in the context of reading in the native language at home. In addition to the parent workshops, Head Start teachers are receiving professional development in scientifically-based reading research strategies to support children's learning. The Opening Doors to Literacy Grant will continue through 2011 at the New Castle County Head Start Centers. Sustainability of these efforts to consistently reach out to parents is critical to family preparedness and student readiness when entering kindergarten.

Hispanic Student Recognition Program (HSRP)

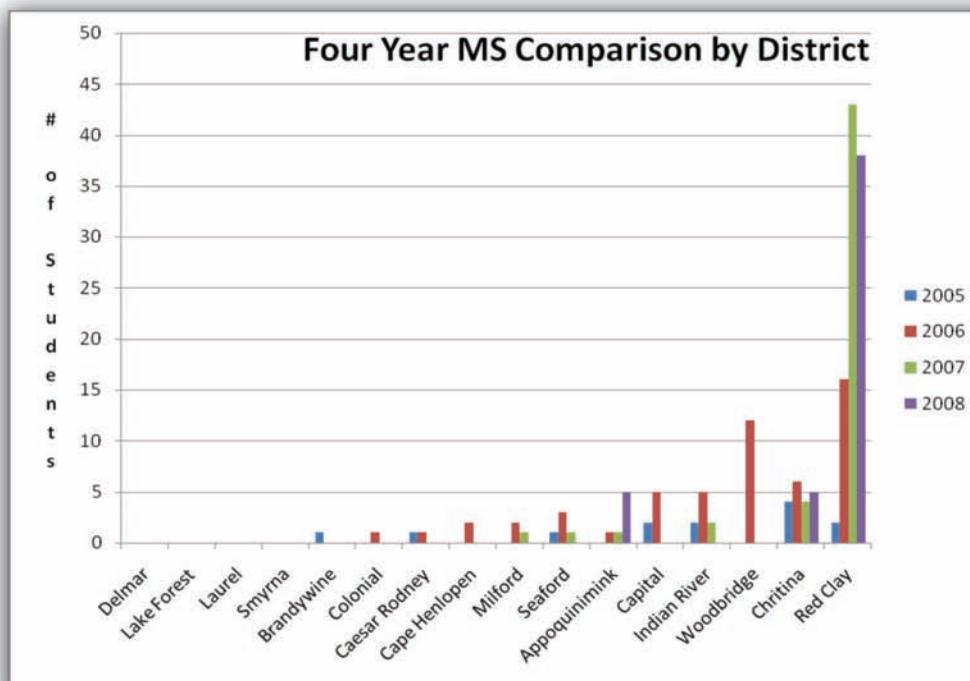
Parental and student engagement is absolutely essential to student success. Research suggests that the more parents and students are involved in the educational process, the more successful they become. In addition to the various programs and strategies available to engage students and families, the Hispanic Student Recognition Program is also available for school districts statewide to nominate Hispanic students who are demonstrating excellence in areas such as academics, athletics, and community service. This is a huge opportunity for districts to nominate and recognize academic excellence in a historically underrepresented population and that has the highest dropout rate both statewide and nationally. If we do not take advantage of opportunities such as this, we are merely supporting the perception and belief that this student population does not matter. The sporadic and inconsistent participation of school districts statewide is disheartening and unacceptable. Students are the pride and joy of our schools and districts. The committee urges the community to work together to support and recognize the great accomplishments of our deserving students.



Education Committee



Education Committee



Student Achievement and Funding

Despite some of the obstacles, progress, and successes, there is much more to be done to ensure that critical elements, such as the strategies listed above, receive the attention and funding necessary to support and promote high achievement among Hispanic students. In 2008, Governor Minter appointed the Leadership for Education Achievement (LEAD) Committee to examine cost efficiencies that could be reallocated to accelerate student performance, as well as studying the feasibility of a weighted student funding formula where resources would follow the child (The Delaware Public Policy Institute, *How Good Is Good Enough? Student Achievement, Spending and Delaware's Future*). Adequate and efficient funding is necessary to supporting these strategies and their systematic execution.

Therefore, it is the committee's recommendation to continue its focus and advocacy for attention and consideration in the following areas as strategies to both increase graduation rates and close the achievement gap among Delaware Hispanic students:

- Teacher recruitment and retention
- Innovative strategies to engage Hispanic students and families
- Early childhood education and postsecondary education
- Parental involvement and family literacy
- Cultural competency, diversity, and celebrating differences
- Safe learning environments
- Increase and obtain adequate funding for ELL population and high poverty schools
- Youth Leadership Councils representative of the ELL population

Social Justice Committee

Committee Chair: Margaret Reyes

Committee Members: Jorge Camacho and Cindy Mitchell

Mission Statement

To ensure and enable Hispanic Delawareans to have equal access to services by bridging the gap between service providers and service users as prescribed by the fourteenth amendment.

5-Year Strategic Plan

The Social Justice Committee was formed in 2004 to tackle a variety of issues of importance to Hispanic Delawareans related to inequality and disparity between Hispanics and other populations. The committee's 5-year plan focuses on the following objectives:

- Increase the number of bilingual cadet/recruits for first responders, including police, fire, and other emergency personnel
- Ensure access to transportation via driver's licenses, especially for rural populations
- Increase understanding of and use of VAWA (Violence Against Women Act) U&T visas
- Stay informed about and respond to social justice-related issues as they arise

The Social Justice Committee (SJC) had another busy year. In keeping with its mission of ensuring that Hispanic Delawareans are offered the same opportunities as all other Delawareans, SJC is committed to resolving issues of discrimination and investigating incidents where Hispanic residents are denied equal access to services and/or rights are denied. SJC finds three areas of concern have been addressed by the state. However, these three areas need enhanced attention as described below.

Limited English Proficiency (LEP)

The Spanish-speaking population of Delaware is estimated to be between 30,000-50,000 people with various levels of English proficiency. The Limited English Proficiency (LEP) policy development project was completed by SJC and Sgt. Randy Fisher of DSP but not implemented, partially due to the same budgetary constraints faced by the entire state.

For a variety of reasons, government agencies have not had adequate incentive and resources to improve the Spanish proficiency of their staffs, nor have they adequately been able to accommodate the LEP population. For example, the Delaware State Police (DSP) has 670 uniformed officers, but only four officers are currently proficient in Spanish (and some officers also speak a variety of other languages). There is potential for needless serious injury and death, as well as liability for the state, if language prevents an officer from communicating clearly when responding to a call.

Since Spanish represents the single largest language minority in Delaware, SJC believes that the Delaware State Police could redouble its efforts to support the LEP population. The committee notes that the Civil Rights Act of 1964, Title VI and Executive Order 13166 both mandate that LEP populations must be able to access vital services that are wholly or in part funded by the federal government. The SJC urges the DSP as well as all state agencies to take a proactive approach to comply with these mandates. For example, translation assistance is currently provided to the Delaware State Police by volunteers, at no cost to the state. SJC recommends that voluntary translation services eventually become paid professional staff providing the service because of the great need.

Discrimination/Denials of Service

Another continuing concern for the SJC is the incidence of discrimination or denials of services, which were due in large part to a lack of understanding of the complexities of immigration law. It is the committee's objective to be available to state agencies that may need our expertise in the areas of immigration law and immigrant rights, thus fulfilling the mission of serving the people and the state.

The recent trend in the United States to make "Joe Citizen" or "Joe State Worker" a branch of Immigration Customs Enforcement (ICE) promotes incidents of discrimination or denial of services. SJC finds that when well-meaning but under-trained and misinformed state workers deny persons entitled to services or

Social Justice Committee



access to certain rights, the potential for exposure to the state for liability in civil actions looms large. However, in these cases, when SJC approached the agencies involved, they showed a genuine desire to learn what actions should have been taken and to correct the discriminatory acts. In several cases SJC extended its expertise to these agencies and they expressed a willingness and desire to work with SJC in the future when these issues arise.

The SJC encountered specific incidents of discriminatory acts or denial of services by staff of the Department of Motor Vehicles (DMV) and the Department of Education (DeDOE), and has offered training that will help agency staff better understand issues related to the REAL ID Act and to the implications of immigration law.

Immigration

The third area of concern for the SJC this year continues to be immigration-related issues. The election of a new President and a major change in leadership gives hope to the Hispanic community as well as the immigrant community that there will be a significant

move toward instituting and passing comprehensive immigration reform. As this plays out on the federal level, Delaware needs to be aware of the changes and make sure that state policies keep in step with those changes. Too often, SJC believes that changes at the federal level do not translate into positive actions by state agencies. This gap between federal changes and state action then translates into national origin discrimination. SJC will continue to assist state agencies that desire to comply with federal regulations that promote non-discrimination in immigrant matters.

Conclusion

In closing, SJC looks forward to working with the new administration in the coming years and feels confident that the good work it started years ago will continue and come to fruition as the State of Delaware moves into a bright new age.



Health Committee

Chair: Milton Delgado

Committee Members: Carmen Rivera and Maria "Tere" Villot

Mission Statement

To educate and advise the Governor on the health status of Delaware Hispanics by researching, reporting, and recommending intervention strategies with the ultimate goal of eliminating health care disparities..

5-Year Strategic Plan

The Health Committee's 5-year plan focuses on the following strategies:

- Increase awareness of emotional/behavioral health and its impact on the Hispanic community
- Develop and implement a database on emotional/behavioral health providers and national experts
- Provide consolidated information about the services available in English and Spanish

Hispanics and Mental Health Care Disparities

Segments of the Hispanic population have not been adequately reached by efforts to prevent a range of health and mental health problems. As a result, Hispanics have been disproportionately affected by the consequences of these problems. In contrast to general health disparities, minorities in general have fewer mental disorders. However, for Mexican, African, and Caribbean immigrants, rates of disorders increase with time in the United States. Members of racial and ethnic minority groups have less access to mental health services than do whites, are less likely to receive needed care, and are more likely to receive poor quality care when treated. Further, there is little indication of progress toward eliminating disparities in mental health care provided in primary care settings, the settings in which ethnic minorities are most likely to get their care for common mental disorders.

The reasons for these disparities in mental health treatment include poor access and quality of care, limited insurance coverage, ineffective communication between provider and patient, patients' lack of trust, doctors' assumptions about the distribution of disease, their lower ability to "read" severity among minorities, and low minority representation in the workforce (with implications for health insurance coverage)(1).

Health and mental health care disparities are highly associated with access in general and lack of insurance in minority communities (1). In addition, both geographic and provider-level differences are major sources of disparity (2). Minorities are often overrepresented in inner cities with poor access and quality of care. Disparities may also occur at the provider level, with minorities overrepresented in practices providing low-quality care.

Health and mental health care may differ in the impact of providers on disparities. Specifically, physicians tend to hold a prior belief about the likelihood of a patient having a condition and update this belief according to the strength of information received in the clinical encounter. Because the prevalence of mental disorders may be slightly lower in minorities, underlying assumptions about the distribution of disease or communication problems between the physician and patient can lead to discrimination. This provider discrimination has been documented in two studies of mental health care (3, 4) in which clinicians responded with less alacrity to variation in severity of depression among minority patients than white patients, implying that clinicians are less able to "read" severity among minorities. Disparities arising within the clinical encounter may be more important in mental health care than in health care.

Low treatment rates in minority populations are likely related to poor minority representation in the health care workforce. Ethnic minorities are even more poorly represented in mental health care than in health care in general (Table 3) Because of the greater need for cultural sensitivity in dealing with mental health issues, extensive issues of trust, and the increasing language barrier between provider and patients, disparities in the workforce may account for more disparities in mental health than general health care. Disparities in mental health professionals also likely contribute to the inadequate representation of minorities in research, including in important clinical trials

TABLE 3. Percentage of U.S. Mental Health Care Workforce According to Race

Race	Total U.S. Population ^a	Physicians ^b	Psychiatrists ^c	Psychologists ^c	Social Workers ^c
White	67.0	77.0	81.0	93.0	92.0
Hispanic	14.0	4.0	5.0	3.0	3.0
Black	13.0	5.0	3.0	2.0	4.0
Asian	5.0	14.0	11.0	2.0	1.0
American Indian/Alaskan Native	1.5	0.1	0.1	0.3	0.2

^a 2005 U.S. population data from U.S. Census Bureau.
^b 2005 physician data from the American Medical Association. Percentages are for those with a designated race.
^c 2002 psychiatrist, 2004 psychologist, and 2004 social worker data from the Substance Abuse and Mental Health Services Administration. Percentages are for those with a designated race.

Recommendations

Changes in public health policy are integral to improving the mental health status of Hispanics. According to the largest Hispanic advocacy organization in the United States, National Council of La Raza, the research suggests a number of key areas that are necessary to improve mental health status and access among the nation's largest minority population:

- Designating mental health as a formal health disparity category. Mental health must be designated as a health disparity category to validate the understanding that mental health is apart of overall health and, therefore, warrants increased national attention (6).
- Increasing access to comprehensive mental health services for all Hispanics, particularly those most vulnerable, such as children, youth, and the elderly.
- State-level advocacy efforts to promote open access to mental health treatment and services for Hispanics are critical to reducing barriers in the health delivery system.
- Culturally- and linguistically-relevant mental health care is essential to facilitate early diagnosis and keep costs to a minimum.

As the Hispanic population continues to grow, mental health status is not only an integral part of the development of healthy Hispanic communities, but also fundamental to the overall health of our state. Hispanics are a young, vital, and growing part of our state's population, and their impact as productive members of our society will be thwarted if their mental health issues are not adequately addressed. The development of mental health strategies that meet the needs of this youthful population are not only essential for Hispanics, but also imperative to the overall health and productivity of the state of Delaware.

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Economic Development Committee

Committee Chair: Maria D. Cabrera

Committee members: Nancy Lopez and Danny Perez

Mission Statement

To form partnerships and work with organizations that provide accessibility to financial literacy for Hispanics in Delaware, and to promote and assist with business development initiatives for Hispanic business professionals.

5-Year Strategic Plan

The committee's 5-year plan focuses on the following strategies:

- Significantly increase financial literacy of the community
- Increase the number of families obtaining homeownership counseling
- Increase small business growth among existing Hispanic and start-up businesses
- Make bilingual business counselors available to Hispanic business owners
- Increase equal accessibility to equal employment opportunities
- Connect people with information and resources available, and align ourselves with other organizations that are already doing financial literacy programs or asset-building programs
- Increase and help Hispanics to be in positions of power in order to affect economic development in favor of our communities

Immigration Raids and Business Closings

One of the issues affecting the Hispanic business community, especially in Sussex County, is the drop in business, and subsequent failure of businesses, because of immigration raids. When immigration raids take place, they have a direct affect on the business community, specifically Hispanic businesses. The pandemonium the raids cause keeps people from leaving their homes, including sending their children to school, going to work, and socializing. Hair salons, restaurants, and grocery stores see an immediate drop in business. This has a ripple reaction on many businesses and the entire community.

Economic Crisis

The economy has taken a toll on small Hispanic businesses. And although more information is now available in Spanish-language format and more bilingual business counselors are available, Hispanic businesses are not taking advantage of the resources available to them. Although there has been an increase in participation in workshops to write business plans, there is still more outreach needed.

Communication Channels

Since many of the organizations that offer programs for Hispanic small businesses are nonprofits, they do not have the funds to advertise their services. Organizations like the Hispanic Business Association (HBA) host events that business owners can attend, but the same communications challenge applies—getting the information out to the greater community in a timely manner. Although Hispanic media resources in Delaware are sponsors and will publish and broadcast events and workshop information gratis, much more assistance is needed to make Hispanic business owners aware of these resources.

Churches are also another channel that has been used to get information out, as well as hosting workshops/information sessions. Primarily this channel has been used to distribute information about foreclosure prevention and financial literacy related to predatory lending, which is a huge problem in the Hispanic community. Information on credit scores, repairs, and home ownership are provided in this way.

Bilingual workshops have taken place where GACHA and other Hispanic leaders were involved in sharing information. The Office of the Bank Commissioner presented additional workshops statewide to continue to educate and assist homeowners with the increasing foreclosure problems and predatory lending practices. At least three of these events have included bilingual translators to assist Spanish-language speakers.

Business Development

The HBA, an organization that GACHA supports and in which Economic Development Committee members participate, has grown since its inception in January 2007. The HBA amended its incorporation to that of a nonprofit status with a greater focus on education, and has presented 10 workshops between January-May 2008. The workshops focused on topics including starting a business, writing a business plan, becoming certified, project management, accounting, and basic banking concepts. Approximately 75 people have attended these workshops held in partnership with private business, government, and nonprofit agencies that all work with business development. In addition, the organization provides scholarships to high school students and adults.

Economic Development Committee

Certification of Hispanic Businesses

Both the city and the state presented workshops on the certification process. To date we know that 10 businesses are now certified with the city, state, or both. Because of this process, some of those businesses participated in bid meetings and submitted proposals.

Procurement

After researching and participating in the procurement process, the Committee has found that major problems exist in how the state awards contracts. We have been working with community groups, such as the Inter-Ministerial Action Council (IMAC) and other organizations that are lobbying for changes, mainly accountability in how the state notifies businesses of procurement opportunities. The work is ongoing; however, inroads have been made into making the process more inclusive. There are still huge deficiencies and we will continue to be vigilant to ensure fairness and inclusiveness.

The Committee worked with the Office of Minority and Women Owned Businesses (OMWOB) to achieve the following results:

1. The certification process has been simplified.
2. Businesses that are certified are part of an online directory.
3. Businesses receive notification of bid opportunities.
4. Although notification for opportunities \$50,000 and under has increased, and school districts are on board, still more participation is needed from all branches of government.
5. OMWOB has increased its outreach and works more closely with the HBA to reach Hispanics.
6. A Supplier and Diversity List has been developed so businesses can directly contact the prime companies and offer their products/services.

Committee Chair Maria Cabrera served on two committees that addressed economic development for small minority- and women-owned businesses:

- The Small Business Development Committee, State of Delaware Economic Development Office researched and developed a plan for consideration that will increase small business development.
- The Delaware River and Bay Authority Task Force, made up of business owners and community leaders from New Jersey and Delaware, developed a plan that was submitted to the DRBA commissioners. The plan noted the deficiencies and provided concrete suggestions that would increase opportunities and participation from small, minority, and women-owned business.

These initiatives are ongoing; the most important outcome is that there is dialogue taking place. More work is needed to change the system of doing “business as usual” in the state. The Economic Development Committee recommends a concise plan and collaborative initiative from the Governor to mandate that every department is held accountable for increasing minority participation in procurement and supplier diversity. The Committee believes that overall, the state must set goals to increase participation from minority- and women-owned businesses, and ideally exceed and surpass by a significant amount the current participation of 0.05%.

We anticipate that the upcoming 2010 Census figures will show an increase in the number of Hispanic-owned businesses in Delaware. The third edition of the Delaware Hispanic Yellow Page Directory shows that the number of registered Hispanic-owned businesses is double what was reported in the last census. The directory is the only resource in Delaware that captures information on Hispanic-owned businesses. In order to obtain the data presented in the directory, face-to-face contacts are made, along with constant research and referrals. The HBA also assisted in providing names and leads of new businesses.

Small Business Survey

The Small Business Survey is ongoing and currently the HBA is looking for financial assistance in order to finance a more in-depth survey. The purpose of the survey is to identify and capture data on Hispanic business owners. The information researched will be used to determine the needs as well as the contributions that the Hispanic businesses make to the state.



Economic Development Committee

Financial Literacy

With the rise in the number of foreclosures, the nonprofit organizations working with homeowners have had to add foreclosure prevention and assistance to the services they offer. The Office of the Bank Commissioner has continued its efforts to educate the general community as well as the Hispanic community with bilingual workshops not only on foreclosure prevention, but predatory lending, credit repair, and usage. First State Saves has increased its efforts to educate consumers about saving and investing. The following list provides an overview of organizations that offer financial literacy training to members of the Hispanic community:

- Maria D. Cabrera is the current president and one of the founding members of the HBA. Along with co-founding member and membership committee chair, Nancy Lopez, the HBA will continue to work with small businesses and entrepreneurs on fulfilling the mission and initiatives set forth by the association—building economic wealth, creating opportunities, and providing accessibility for Hispanic business owners and professionals, a mission that complements the initiatives of the Economic Development Committee. Together both organizations will work on reaching their goals.
- The Small Business Development Center (SBDC), also a member of the HBA, has been reaching out to more Hispanic businesses statewide. The hiring of a bilingual counselor, Jose Somalo, who works with business owners and entrepreneurs on starting and growing their businesses has contributed to the growth in participation of Hispanics in the workshops and programs offered by the SBDC. Jose Somalo also serves on the HBA of Delaware Board, and is a vice president representing Sussex County.
- The Delaware State University Center for Enterprise Development offers training, workshops, counseling, and coaching, and works with SCORE and the SBDC. Evening classes are available at no cost to business owners and individuals on financial literacy.
- The State of Delaware Office of the Bank Commissioner (OBC) has a public awareness campaign.
- The Delaware Community Reinvestment Council, also a member and collaborator of the HBA, provides information via workshops and seminars to the community in both Spanish and English. The Council has two bilingual counselors and offers all its information in Spanish.
- The YWCA Department for Economic Development has bilingual housing and business counselors who offer bilingual workshops on numerous financial literacy topics, both for individuals and business owners. They have a Business Incubator available at low-cost rent to assist business owners ready to leave home but not ready for a big office. The YWCA opened its Sussex County office in 2008, and now offers the same services in southern Delaware.
- The Small Business Administration offers statewide programs and will continue working with the HBA on presenting workshops in a bilingual format, as well as meeting with business owners and extending their resources to the Spanish-speaking community.
- The Delaware Economic Development Committee organized the Small Business Advisory Task Force in order to develop a plan that would focus on small business growth, as well as making state government more user-friendly for small businesses, and identify areas where the state can assist small businesses to grow.
- L. Jay Burkes of the State of Delaware Office of Minority and Women Owned Businesses has been working with the HBA, as well as many small businesses, on the issue of procurement and supplier diversity. Thanks to these efforts there have been some changes and improvements on the procurement processes. In addition, Mr. Burkes has presented workshops on certification, procurement, and supplier diversity.
- The City of Wilmington Economic Development Office, also a member of the HBA, has shown its support since the organization's inception. The department has provided workshops on certification and scholarships for business owners to attend the MegaBiz Fest, an event that brings together resources for entrepreneurs and small businesses.
- The Delaware Center for Financial Literacy (The Money School) is a member of HBA, and along with numerous financial institutions offers year-long programs, seminars, and a variety of financial services to assist minorities in general, as well as the community at large. The Hispanic workshops and seminars are now available on its website and more active recruitment of volunteers to present Spanish language workshops is taking place working hand-in-hand with the HBA.
- First State Community Loan has accessible capital at low interest rates. The HBA will be partnering with its staff on workshops and making sure members know of their low-interest business loans.
- Interfaith Housing offers workshops on financial literacy including homeownership and foreclosure assistance. They have bilingual counselors and collaborate with organizations that serve the Hispanic community.
- First State Community Action Agency works to eliminate the root causes of poverty and to lessen the effects of poverty on low-income people by providing a range of services, including homeownership counseling and an Entrepreneur Resource Center.
- West End Neighborhood House offers homeownership and foreclosure counseling as well as affordable housing opportunities with several major properties available through its real estate arm, Corner Stone West. This organization also offers bilingual workshops for small businesses within a certain geographical sector of the city of Wilmington.

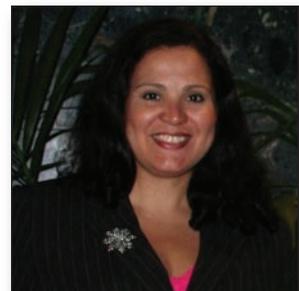
Community Leadership—GACHA Members

• **Caridad Alonso** received her bachelor's degree in Anthropology and Foreign Languages and Literature as well as a master's degree in the Instruction of Exceptional Children and Youth from the University of Delaware. She holds a Delaware Standard Certificate in Special Education and Reading, and has taught for the past 13 years. Currently, Ms. Alonso is the K-5 Spanish Reading Specialist at William C. Lewis Dual Language Elementary School as well as the District K-5 English Language Learner Support Specialist in the Red Clay Consolidated School District in Wilmington. Moreover, she has been a Special Education Kindergarten and third grade teacher, a Spanish Mentoring Coordinator, and an Elementary Foreign Language Teacher. Additional professional activities have included the following: Family Literacy Consultant for the University of Delaware; Reach Team Coordinator; Team Leader; Even Start Parent Coordinator; and Grant Writer. In September 2002, she and her sisters founded El Jardín Español/The Spanish Garden, a nonprofit immersion Pre-K and K-1 school in the city of Wilmington. Ms. Alonso created and designed the school curriculum and provided ongoing professional development to staff. She has received numerous awards recognizing her efforts, including 2008 recipient of the I Can Learn Teaching Award; 2007 recipient of the Wilmington Award; 2007 Distinguished Hispanic Delawarean Award; 2007 Delaware State Teacher of the Year; 2007 Red Clay Consolidated School District Teacher of the Year; 2002 and 2007 William C. Lewis Dual Language Elementary Teacher of the Year; University of Delaware 2007 CHEP Alumni Award; she was recognized by the Channel 6 Community Advisory Board in 2006 as an Outstanding Hispanic Educator; and in 2002 received a Superstars Award in Education for a Mentorship Partnering with Padua Academy. Ms. Alonso also serves on the board of ASPIRA of Delaware, Inc.



• **Nancy Lopez** is a native of Philadelphia. When she moved to Delaware, she pursued an interest in helping the Latino community by providing information and resources and founded Delawarehispanic.com in 2000, the first Hispanic Internet magazine in Delaware. Ms. Lopez has been in business since then providing information for Latinos and others to better their lives. In 2006, she published the first Hispanic Yellow Pages in Delaware. The Delaware Hispanic.com Yellow Pages is currently going into its third edition. She is employed by Clearchannel Radio as a part-time reporter/producer/anchor for 1450AM WILM News Radio. She has an extensive background in interpreting for medical facilities throughout the state of Delaware. She is a member of the Hispanic Business Association of Delaware, Hogar Crea, The Delaware Community Reinvestment Action Council, and is founder and board member of the Hispanic Business Association of Delaware and she is also founder of the Delaware Hispanic Historical Society. She provides support to other organizations, including the A. Phillip Randolph Institute, The United States Hispanic Leadership Institute, The Delaware State Senate, The Latin American Community Center, the National Association for the Mentally Ill, and the National Association for Women Owned Businesses (NAWBO). Ms. Lopez uses her gifts of communication to help others live a better quality of life. Her mission in life is to provide information for empowerment through DelawareHispanic.com.

• **Maria D. Cabrera** is President of her own business, Los Angeles, Inc. (LAINC), a communications, event planning, and community outreach company that she started in March 2002. The company specializes in bilingual marketing, multilingual translations, television productions, and focus groups. LAINC has been involved with launching Spanish language publications and currently facilitates media buys in the region with some of the most prominent Hispanic/non-Hispanic media. She has taken on a more avid role as a Hispanic advertising consultant, and is conducting and facilitating focus groups and homeownership seminars. Prior to this, Ms. Cabrera worked with the Grand Opera House as Director of Education and Community Relations for three years and for the City of Wilmington's Mayor's Office of Cultural Affairs as the City's Event Coordinator for six years. Ms. Cabrera has served on 10 boards and numerous committees throughout her career. Her focus is to assist Hispanics in Delaware become economically empowered and educated, and to have equal access to the attainment of wealth. Most recently she has been involved as one of the founders of the Hispanic Business Association of Delaware, and was recruited in January 2007 to chair the association. Forming such a group was an initiative proposed by the economic development committee in 2006. The HBA has an aggressive agenda on educating and assisting entrepreneurs and Hispanic businesses grow by having access to capital as well as procurement and supplier diversity opportunities. Both Hispanic and non-Hispanic businesses and professionals are welcome to participate.



Community Leadership—GACHA Members



• **Charito Calvachi-Mateyko** is a restorative justice practitioner, peacebuilder, activist for racial justice, and a fervent promoter of the Latino culture. With offices in Lewes, Delaware, and Lancaster, Pennsylvania, her degree in Conflict Transformation from Easter Mennonite University in Virginia deepened her work on restoring communities and healing the wounds of crime, which started in 1996 with the Lancaster Area Victim Offender Reconciliation Program. As author, lecturer and storyteller, newspaper editor, and TV host, Ms. Calvachi-Mateyko has used all forms of strategic communications to promote restorative principles and build understanding of the Latino culture. Her school presentations as a performer are included in the Delaware Division of the Arts roster. In addition, her radio program For a Culture of Peace has been broadcast for the past 12 years at Radio Centro WLCH 91.3 FM in Lancaster, Pennsylvania, and currently by Internet Radio La Exitosa in Milford, Delaware. Ms. Calvachi-Mateyko's volunteer producing efforts with WLCS/WSDL public radio Salisbury earned her recognition from the Associated Press for Best In-Depth Documentary for 2006 and Best Feature in 2007. She was given the 2008 YWCA Racial Justice Award for her contributions to racial justice in Lancaster, where she also serves on the board of the Lancaster County Human Relations Commission and the United Way. Born in Ecuador, she obtained a doctoral degree in law from Pontifical Catholic University, where she is invited for lectures and research. She lives with her husband John Mateyko.

• **Jorge (George) Luis Camacho** is a retired United States Air Force Master Sergeant who became a skilled C-5 aircraft mechanic during his 16 years of honorable service. Mr. Camacho is currently a Delaware State Police Trooper assigned to the Human Resources Department. While serving as State Trooper, he has been assigned to the Patrol Unit, Community Policing Unit, Undercover Drug Unit, Youth Aid Unit (as a School Resource Officer in a Middle School), and currently holds the position of a full-time Recruiter. He is currently finishing his undergraduate degree in Human Resources Management through Wilmington College. Mr. Camacho is also a member of the Latino Peace Officers Association (NLPOA). His goals are to continue to improve his services to the community, to make a difference in the Hispanic community, and to directly and indirectly improve the quality of life of Delawareans.



• **Cherisse Carlisle** is an experienced Hispanic marketing and public relations professional. She currently manages OnSite Marketing for Chase Card Services, a division of JPMorgan Chase Bank. Ms. Carlisle also participates in the JPMorgan Chase Literacy Volunteer program.

• **Milton Delgado** is a retired U.S. Navy veteran, former instructor at the U.S. Naval Academy, and presently works for Nemours Health & Prevention Services as a Program and Policy Analyst. He helps community leaders build an infrastructure that will sustain community-based, long-term educational programs focused on healthy eating and physical activity. Mr. Delgado sits on the Board of Directors of the Appoquinamink Boys & Girls Club and Westside Health. Mr. Delgado has a B.S. in Engineering, an M.S. in Business Administration, and is currently a doctoral candidate at Wilmington University. Additionally, he is a co-owner, along with his life partner of 16 years, of DelCor Home Interiors, a design center in Middletown, Delaware. Mr. Delgado has also been owner of Main Street Antiques in Newark, Delaware; member of the Philadelphia's Los Cuatro Gatos Theater Company; member of Newark's Chapel Street Players; co-host of "The Antique Guys"; director of the Ms. Latina Delaware USA Pageant; and CEO of Today's Latino Magazine.



• **Pastor Israel Figueroa** worked for six years in the Worldwide Missionary Movement, Inc. where he did missionary work in Mexico, Uruguay, Argentina, Dominican Republic, and his native island of Puerto Rico. Pastor Figueroa obtained his bachelor's degree in Business Administration in Puerto Rico. After holding several banking positions, he became the External Studies Director of the Chesapeake Bible College in Maryland. Since 1998 he has been the Pastor of the Iglesia de Dios Maranatha Church of God in Seaford, Delaware.

Community Leadership—GACHA Members

• **Magda Korn**, born in San Fernando de Apure, Venezuelan spent most of her childhood in the cities of Caracas and Maracay. At an early age, Ms. Korn was introduced to the world of art when her mother and sisters would take her to museums, art shows, theaters, and classical music concerts—influences that she credits for having developed a profound appreciation for artistic expression. In the 1980s, Ms. Korn attended the Federico Villena music school where she took music and singing lessons and oil painting classes. Inspired by the beautiful Venezuelan landscapes, she realized that painting was her avocation. Although Ms. Korn began her professional career as a business analyst in 1990, during the next six years she continued painting and developing her love for the arts. In 1994, she moved from Venezuela to New York to continue her studies where, in 1998, she met her husband Richard, an attorney and prominent civil activist. In 1999, she and Richard moved permanently to Delaware. In 2000, Ms. Korn met Delaware artist Edward L. Loper Sr., and continued studying art and analyzing the great masters throughout the history of painting, analyzing their styles and their contribution to history and the world of painting. Ms. Korn's paintings are made out of four elements: lines, spaces, color, and light. She has exhibited her artwork in Wilmington, Philadelphia, New York, Washington, DC, and most recently in the Delaware Museum of Art.



• **Wanda Lopez** is married to Eli Oriol and is the mother of Jared and Eliana. She has 22 years of experience in the financial industry, which started in New York City and ended in Delaware working for Fidelity Investments, where she was a Licensed General Securities Registered Representative and certified Insurance Agent. She began working for GACHA in 2003, where she got involved in various community projects, including Delaware's Infant Mortality Task Force (2005) and VISION 2015 (2006). Wanda has been a volunteer coach for ASPIRA of Delaware since 2005, a nonprofit organization devoted to the education and leadership development of Hispanic youth. She is a graduate student at the University of Delaware, School of Urban Affairs and Public Policy, studying for a master's degree in Public Administration. In that capacity, she was a research assistant for the GEAR UP program, working with the underserved population to increase access to higher education. Wanda is a graduate of the Rodel Delaware Parent Leadership Institute (2007) and serves on the Vision 2015 Expert Panel on Family and Community Engagement in education, to develop recommendations to help the state, districts, and schools implement best practices in family and community engagement. She is the co-VP for the Maclary PTA and in January 2008 began serving on the board for Westside Family Healthcare, an organization providing quality health care regardless of ability to pay. Wanda also serves on the Board of Trustees for the Delaware Art Museum and the Delaware State Parent Information Center (PIRC) Board. In September 2008, Wanda was appointed to serve as chairperson for the Governor's Consortium on Hispanic Affairs.

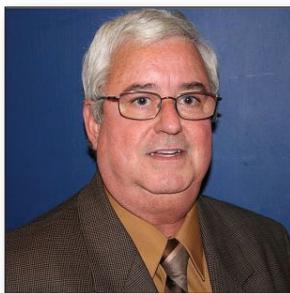
• **Della Marie Miller** is the mother of a 14 year old son, Richard Garcia. She is the first female in her family to join the military, spending 2 years in training to be an Aerospace Ground equipment technician in support of C-5 at Dover AFB, which includes maintenance and repair of diesel engines. Della is currently a Staff Sergeant USAF Reserve Dover AFB Delaware 2nd 6 year term of Service. In the Fort Worth Police Department, she worked as a Public Safety Communicator II, where she received 4 Commendations for excellence in service. As a Referral Center Supervisor for Delaware Hospice, Inc. for the past 4 years, she helps families understand the benefits of hospice to provide end of life services. Della is an active member of Human Resources Development Council Dover AFB, De since 2004. In that capacity she was nominated to Command HRDC 22nd AFRC 2006 Jr NCO Rep. Volunteer Activities: Escort to Medal of Honor Recipient Rudy Hernandez, LULAC Convention, Milwaukee, WI., USAF Reserve Representative for 2006 Hispanic Expo, Narrator, Hispanic Luncheon Dover AFB, De 2006, Volunteer to sit with family and hold vigil until the passing of family members, Volunteer to give respite to caregivers for hospice patients. Major Accomplishments: 2008- Headed a team of AF members to hold a 100 person 2 day seminar to promote the advancement of Morale which required a year in planning and coordinating with coaching from officers from Dover AFB and the Command (national) Human Resources Development Council. 2007- Coordinated a Hispanic Medal of Honor recipient to travel to Dover to speak to the Hispanic Airmen and Community about perseverance.



• **Cindy M. Mitchell** has been a full time ESL instructor at Delaware Technical & Community College in Georgetown since August 2006. Prior to this she was a public school Spanish teacher at Snow Hill High School in Snow Hill, Md. Mrs. Mitchell graduated from Salisbury University with a Bachelor's Degree in Spanish and a Master's Degree in English (TESOL). During her time at Salisbury, Mrs. Mitchell had the opportunity to study abroad in Costa Rica. Currently, she is pursuing a Doctorate degree in Organizational Leadership at Wilmington University. She has two children, Jonathan and Julia, and lives with her husband, Ryan Mitchell in Sussex County, Delaware. Mrs. Mitchell serves on the Social Justice committee and sees GACHA as an imminent force that promotes the welfare of all Hispanics throughout the state of Delaware

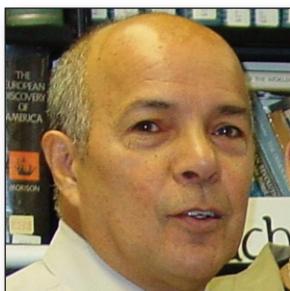
Community Leadership—GACHA Members

• **Maria Matos** has been the executive director of the Latin American Community Center (LACC) in Wilmington since 1994 and has been instrumental in its rise to 20th place in Hispanic Business magazine's national ranking of Latino Service Agencies. The LACC was named the Northeast Regional Affiliate of the Year by the National Council of La Raza 2007. Ms. Matos developed a High School Credit Recovery Program, which was awarded the Crystal Star Award of Excellence in Dropout Recovery 2007 through Clemson University's National Dropout Prevention Center. In 1998, she created the first fully bilingual and bicultural Domestic Violence Prevention program in New Castle County for Hispanic families, and in 2007 the LACC opened the county's first fully bilingual and bicultural family mental health program. Elected by the northeast affiliates of the National Council of La Raza to serve as their representative to the National Affiliate Council, Ms. Matos also serves on the national community advisory board for JPMorgan Chase Bank, providing a Hispanic perspective. Some of her most recent awards include being named the Delaware Valley's Most Influential Latino Mover and Shaker and the 512th Airlift Wing's Honorary Commander in 2007. She was also honored by the National Association of University Women as the recipient of that agency's Honor and Distinction Award in 2008. Maria Matos has not only earned the respect and trust of her colleagues, but also the admiration and confidence of elected officials. She was appointed by Mayor James Baker to serve on several task forces, including the Wilmington Neighborhood Schools Committee. Ms. Matos is an active member of several boards and committees, including the Medical Center of Delaware, the Grand Opera House, the Delaware Community Foundation, and the Advisory Council for the Fund for Women. At the grass roots level, Ms. Matos is an active supporter of the Hilltop Working Group, an alliance of residents and legislators who work to promote the community's well-being.



• **Joseph Miro** spent 31 years as a teacher for the Christina School District/Wilmington School District and served as chair of the World Language Department. After retiring, he became President/Consultant of Miro Diversified Services. He serves in many leadership roles, including State Representative, 22nd District, Chair-Business/Corporations/Commerce Committee, Chair-Homeland Security, Vice Chair- Health and Human Development Committee, Member-Education Committee, Bond Bill Committee (Alternate), Joint Finance Committee (Alternate), and Appropriations Committee (Alternate). He previously served as Councilman, New Castle County Council, 3rd District. Mr. Miro holds a bachelor's degree from Lincoln University, a master's degree from West Chester University, and has done post-graduate work at the University of Delaware.

• **Danny G. Perez** is President/CEO of D&L Communications, Inc. a Hispanic radio broadcasting corporation operating under the signal of WJWL-900 AM since July 2004. Mr. Perez was born in Puerto Rico and his family immigrated to New York City in 1950. He is a Vietnam veteran and served a total of seven years in the U.S. Army Security Agency as an intelligence communication analyst. Mr. Perez has been working with the Hispanic business community as a licensed IRS Enrolled Agent representing and providing tax solutions for more than 30 years in various states. He holds a master's degree in Federal Taxation and a bachelor's degree in Social Studies from Southeastern University. Mr. Perez has worked for various nonprofit and community organizations as a volunteer consultant over the years and currently is a board member for the Delaware chapter of Grand Parents United. He continues to support the efforts of improving the quality of Hispanic education and economic development for all minorities. Mr. Perez is married and has two adult children and three grandchildren. He has resided in Milford since January 2004.



• **Eli (Ramito) Ramos** was born in Puerto Rico. He immigrated to the U.S in 1950 and grew up in New York City. He received a Bachelor's degree and a Master of Science degree in Education from the City University of New York. He worked as a New York City teacher for 30 years, then retired to Delaware, where he reentered the teaching field, and is now actively promoting Hispanic youth development. Mr. Ramos founded the Hispanic-American Student Organization. He has served on the diversity committee, achievement gap committee, and is the Hispanic affairs liaison for the Cape Henlopen School District. Mr. Ramos served as president of the Hispanic Lions Club. He serves on the education committee for GACHA. He also serves on the Citizens Corps as a CERT member. Presently, he is working for a Sussex County Health Coalition. Mr. Ramos is concerned with issues affecting the Hispanic community in Sussex County. His goal is to work with the Hispanic community and assist them in developing greater community participation and recognition. His personal interests include Hispanic culture (music, literature, and cuisine).

Community Leadership—GACHA Members

• **Margaret Reyes** is retired from the Department of Fire and Rescue Services in Montgomery County, Maryland, where she was a firefighter, emergency medical technician, and instructor in specialist rescue training, including Trench Rescue, Confined Space Rescue, High-Angle Rescue, and Rope Rescue. She currently works as a trainer/educator of the courts. Ms. Reyes is also a Nationally Certified Swiftwater Rescue Technician Instructor and Hazmat Specialist. She was activated by FEMA as a member of USAR MD TF-1 to several natural and man-made disasters, including the Oklahoma City bombing in 1995, and received a meritorious Service Medal from President Clinton for her service there. Ms. Reyes retired from the Fire Service in 1997 and moved to Lewes, Delaware, with her family in 2000. A love of teaching brought her into ELL instruction, where she served for four years as a teacher and four years as the Program Coordinator for the Indian River School District, Georgetown Campus. Ms. Reyes served on the Board of Directors for La Esperanza Community Center in Georgetown, a Community Center dedicated to assisting immigrants in Sussex County. Having life experience as both an immigrant and émigré, Margaret's goals are to assist that population with issues that affect them. Ms. Reyes is a dual national with both Irish and American citizenship.



• **Carmen Rivera** was born in Ponce, Puerto Rico, and immigrated to the U.S. in 1957 with her parents and three siblings. Mrs. Rivera lived in the Bronx until 1972 and attended New York City public schools. She married Jaime H. Rivera MD in 1972; they have four daughters and one grandson. She attended Springfield College, graduating magna cum laude, while working full time at the LACC. Mrs. Rivera worked with middle and high school students in the Red Clay School District providing drug and alcohol prevention classes. After graduating, she created an educational consulting company that provided services to students in the Christina and Red Clay School Districts. Mrs. Rivera went back to school and graduated summa cum laude from the Masters of Social Work program at West Chester University in Pennsylvania. She is currently working at Westside Health Inc. as a Clinical Social Worker and program manager, where she provides psychotherapy and counseling to New Castle's underserved population and is planning the mental health program. She has served as volunteer State Director for ASPIRA of Delaware, Inc; on the board of New Castle County Head Start; on the Delaware Department of Education's 21st Century Community Learning Centers Statewide Advisory Committee; was involved with the Hispanic Student Recognition Program; and served on the State Office of Volunteerism Selection Committee.

• **Keyla Inez Rivero-Rodriguez** is the State Farm Program Coordinator/Monitor Advocate for DOL/DET in Dover. She began this position after serving Governor Ruth Ann Minner as the Constituent Relations Liaison for Hispanic Affairs. She is a freelance journalist with a column in *El Tiempo Hispano* called "A Matter of View." She has written for *Celebraciones* and *Today's Latino Magazine*. For more than seven years she co-produced and hosted for Comcast Cable an all Spanish TV show called "Con Sabor Hispano." She has worked as a Certified Flight Attendant for Continental ExpressJet and as a professional photographer and TV producer. Keyla graduated with high honors from Delaware State University with a B.A. in Mass Communications with an emphasis in Broadcast Journalism. She is of Venezuelan heritage and has lived and traveled throughout Europe. Keyla has been a keynote speaker at numerous events and she is an advocate for the adult learner and for people of Latin heritage. Keyla served a three-year term as a council member for the Delaware Arts Council and currently serves on the Board of Directors of the Modern Maturity Center. In 2003, she was inducted to the O.A.A.S.I.S. Hall of Fame; in 2002, she was nominated to the Hispanic Media Awards for an article she wrote on Cuba and her meeting with President Fidel Castro; in 2001, she was the recipient of the NAACP Award for her outreach service to the Hispanic community in Dover, where she lives with her teens Edward and Rebekah.



• **Yvette Santiago** is Senior Manager of the Department of Community Relations for Nemours Health & Prevention Services. She is involved in many projects related to community and government relations, Hispanic advocacy, and educational issues impacting Hispanic students in Delaware. Ms. Santiago is board member for the Latin American Community Center, school board member with the New Castle County Vocational Technical School District, and a member of the Wilmington's Hope Commission Community Services Subcommittee. She has been a trailblazer for Latinas in the State of Delaware by being the first Hispanic woman to serve as Juvenile Probation Officer, the first Hispanic female leader/supervisor at Ferris School for Boys, the first Hispanic female serving as a district-level administrator in the state's largest school district, and the first Hispanic female senior leader at Nemours Health & Prevention Services. Through her various positions, she has been instrumental in developing programs and services for the Hispanic population. "My vision for GACHA," says Ms. Santiago, "is that through our work, action, and due diligence, we become a powerful voice for issues impacting Hispanic

Delawareans! I will continue to do whatever I can to promote the advancement of Hispanics in Delaware."

Community Leadership—GACHA Members

• **Maria (Tere) Villot**, BSN RN, was born in Ponce, Puerto Rico, graduated from Catholic University of Puerto Rico in 1982, and immigrated to the U.S. in 1976. For the past 22 years, she has been working at the Philadelphia VA Medical Center as the Women Veterans Program Manager. She has held several positions in different community organizations: as president of the National Association of Hispanic Nurses, she had oversight for more than 35 local chapters at a national level, secured more than \$210,000 in grants during her two-year tenure, and increased association membership as well as supporters; as president and founder of the National Association of Hispanic Nurses Foundation, Inc 7/2007, she secured \$30,000; and she was vice president of Timothy Academy in Philadelphia. She is a board member of the National Coalition of Ethnic Minority Nurses, consultant for the AstraZeneca Prescription Plan, facilitator for the Philadelphia Health Department influenza drive, and has coordinated influenza campaigns in the Hispanic Communities in Philadelphia for the past six years. Ms. Villot also participated in HIV research project targeting Hispanic teenagers at the University of Pennsylvania. She was nominated as Hispanic Nurse of the Year; received the Henrieta Villaescusa Community Leader Award; and was named Hispanic Healthcare Association Community Leader. She recently secured a \$10,000 grant to provide training to a group of Hispanic diabetic patients in the Wilmington community.



GACHA Support



• **Dennis J. Savage** serves as Director of the Office of Community Services (OCS), where he is responsible for the administration of approximately \$20 million in state and federal funds for services that are carried out contractually through a statewide network of private nonprofit organizations. He also is responsible for the administration of the U.S. Department of Energy (DOE) Weatherization Assistance Program (WAP) and the federal Community Food and Nutrition Program (CFNP). Prior to his state government service, Mr. Savage served in the field of education as a teacher in Chester, Pennsylvania, and in the former Wilmington School District. In Delaware, he was a teacher/coordinator of Project 70001, a pilot vocational education, training, and employment program. From this, a new corporation was formed and Mr. Savage became the vice president of 70001 Ltd. He is currently a member of the Delaware Advisory Council on Career and Vocational Education and a past member of the Christina School District Board of Education. He is a former presidential appointee to the Advisory Council to the Fund for the Improvement of Post Secondary Education (FIPSE). Mr. Savage also served on the former Delaware Elementary and Secondary Education Act (ESEA) Title IV Advisory Council, the Governor's Advisory Council on the Future of Education, the Advisory Council to Project Challenge of Delaware Technical and Community College, Jobs for Delaware Graduates, and a host of other advisory committees and council memberships. Currently, his State Board Committee assignments include the Budget Subcommittee and the HJR-Early Childhood Task Force in 2003-2004. He was re-appointed to the State Board of Education in 2003 for a second six-year term. He is a single parent with a pre-teen son, Dennis Jr.

Acknowledgements

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Community Leadership—GACHA Members



Governor's Advisory Council on Hispanic Affairs

State of Delaware

Executive Department Dover

Governor's Advisory Council on Hispanic Affairs

State of Delaware

Executive Department Dover

Whereas, the State of Delaware wants to assure that the diverse interests and unique concerns of its Hispanic population are well served; and

Whereas, through input from and communication with the Hispanic community, the various agencies of State government can improve the delivery of services to the Hispanic population and foster greater integration of Delaware's Spanish-speaking population into the English-speaking mainstream; and

Whereas, the rich cultural heritage of the Hispanic population contributes to Delaware's diversity which we proudly celebrate.

Now, therefore, I, Thomas R. Carper, by virtue of the authority vested in me as Governor of the State of Delaware, do hereby declare and order the following:

1. The Governor's Council on Hispanic Affairs is hereby established to perform such duties and functions as are described herein. The Council shall consist of no fewer than 15 members but no more than 25 members who shall be broadly representative of the Hispanic community in Delaware.
2. The Chairperson shall be appointed by the Governor from among the members and shall serve at the pleasure of the Governor. The other officers shall be elected by the Council from among its members.
3. The terms of the members of the Governor's Council on Hispanic Affairs shall be three years. If any member fails to attend four successive meetings of the Council, his or her position may be deemed vacant and, upon recommendation of the Chairperson, the Governor may appoint a replacement. Any appointment to replace a member whose position becomes vacant prior to the expiration of the term shall be filled only for the remainder of the term.
4. The Governor's Council on Hispanic Affairs shall be comprised of standing committees on Human and Civil Rights; Health and Social Services; Legal and Legislative Affairs; Economic Development, Employment and Finance; Housing; Education; and Historical and Cultural Affairs and the Arts. Other as hoc committees shall, with the approval of a majority of the members of the Council, be formed as the need arises.
5. The duties and functions of the Council shall be:
 - a. To advise the Governor and the Secretary of Health and Social Services on means to improve the delivery of services to the Hispanic community in Delaware; and
 - b. To coordinate its efforts with other advisory councils, community agencies, and other groups whose work affects the Hispanic community; and
 - c. To address through its committees, the Hispanic community's concerns in the areas of education, social services, housing, health, culture, history, the arts, civil and human rights, legal and legislative matters, employment, finance, and economic development; and
 - d. To conduct forums and hold public hearings and/or discussion groups to identify and consider matters of concern to Delaware's Hispanic community, including migrant farmworkers; and
 - e. To issue recommendations to the Governor and the Secretary of Health and Social Services concerning legislation pending in the General Assembly which is of particular interest to the Hispanic population; and
 - f. To prepare an annual report of its activities for the Governor and the Secretary of Health and Social Services; andTo perform such other functions and duties as assigned to it by the Governor or imposed upon it by law.

Community Leadership—GACHA Support

Executive Order Number Eighty-Nine Creating The Governor’s Consortium on Hispanic Issues

Whereas, the State of Delaware strives to meet the needs of all of its citizens; and

Whereas, there is a significant Hispanic population within the State that faces many unique challenges that are specific to this population; and

Whereas, despite multiple efforts, many of the needs of the Hispanic population in Delaware have not been adequately addressed; and

Whereas, the State recognizes the significant contributions of organizations dedicated to Hispanic issues, such as the Governor’s Council on Hispanic Affairs, and realize that additional resources would be useful to the cause.

NOW, THEREFORE, I, RUTH ANN MINNER, by the virtue of the authority vested in me as Governor of the State of Delaware, do hereby declare and order the following:

1. The Governor’s Consortium on Hispanic Affairs (hereinafter “the Consortium”) is hereby established.
2. All members of the Consortium shall be familiar with and knowledgeable of the unique issues and needs of the Hispanic community in Delaware including, but not limited to, issues relating to health and immigration.
3. The Consortium shall consist of eleven (11) members appointed by the Governor, and shall represent business, government, financial, educational and nonprofit organizations. The nonprofit organizations may include, but not be limited to, the Latin American Community Center, La Esperanza de Georgetown, LaRed, Westside Health Center and the Henrietta Johnson Medical Center.
4. The Chair of the Consortium shall be appointed by and serve at the pleasure of the Governor.
5. The duties and functions of the Consortium shall be:
 - (a) To support, enhance and supplement the work performed by the Governor’s Council on Hispanic Affairs;
 - (b) To review and study issues affecting the Hispanic community in Delaware;
 - (c) To prioritize the issues that face the Hispanic community in Delaware;
 - (d) To suggest and promote projects confronting the Hispanic community in Delaware;
 - (e) To seek funding from the Arsh-Cannon Fund at the Delaware Community Foundation, and other foundations and governmental entities for the purpose of addressing the identified issues; and
 - (f) To perform such other functions and duties as assigned to it by the Governor.
6. The Consortium shall be authorized to obtain expert advice and counsel to assist the Consortium in carrying out its duties and responsibilities.
7. The Consortium shall annually report its progress to the Governor.

Approved and adopted: August 17, 2006.

Organizations

Organization	Service Provided	Website/email	Address/Contact
Abriendo Puertas, Inc.	Emergency Shelter	302-855-9515	P.O. Box 645, Georgetown, DE 19947
African American & Latino Chamber of Commerce	Association	www.aalchamberde.org/	73 Green Tree Drive #126 Dover, DE 19904
Aspira of Delaware, Inc.	pre-college programs	www.aspirade.org	P.O. Box 241, Rockland, DE 19732-0241
Boys Scouts of America	Club	www.delmarvacouncil.org	Del-Mar-Va Council, Inc., Attn: Marc Garduño, 100 W 10th Street, Suite 915, Wilmington, DE 19805
delawarehispanic.com	media	www.delawarehispanic.com	P.O. Box 423, Historic New Castle, DE 19720
Digital900	radio	www.digital900.com	233 N.E. Front Street, Milford, DE 19963-22030
El Centro Cultural	cultural	http://elcentrocultural.org	P. O. Box 347, Georgetown, Delaware 19947
El Tiempo Hispano	newspaper	www.eltiempohispano.com	123 Rosemary Court, Bear, DE 19702
Governor's Advisory Council on Hispanic Affairs	policy advisory	http://dhss.delaware.gov/dhss/dssc/gacha	1901 N DuPont Highway, Herman M. Holloway Sr. Campus, Charles Debnam Building, New Castle, DE 19720
Governor's Consortium on Hispanic Affairs	foundation	www.delcf.org	P.O. Box 1636, Wilmington, DE 19899
Henrietta Johnson Medical Center	Healthcare	www.hjmc.org	601 New Castle Ave. Wilmington, DE 19801
Hispanic Bar Association	association	RXZA@elliottgreenleaf.com	Elliott Greenleaf/Attn: Rafael X. Zahralddin-Aravena, 1105 Market Street STE1700, Wilmington, DE 19801
Hispanic Business Association	association	mc@losangelesinc.net	Los Angeles Inc. , P.O. Box 26212, Wilmington, DE 198
HOLA	College student group	http://copland.udel.edu/stu-org/hola/	
Hola FM 92.7	radio	www.wgmd.com	P.O. Box 50, Rehoboth, DE 19971
Hoy en Delaware	newspaper	www.hoyendelaware.com	P.O. Box 593, Georgetown, DE 19947
La Casita	before/after school program	http://www.firststatecaa.org/CommBased.html	107 N King Street, Georgetown, DE 19947
La Esperanza Community Center	multi-service support center	www.laesperanza.org	216 N Race Street, Georgetown, DE 19947
La Exitosa	radio	www.laexitosa.com	1666 Blairs Pond Road, Milford, DE 19963
La Red	healthcare	www.laredhealthcenter.org	505 W. Market Street, Suite A, Georgetown, DE 19947
Latin American Community Center	multi-service support center	www.thelatincenter.org	403 N Van Buren, Wilmington, DE 19805
The Campus Alliance De La Raza	College student group	http://www.campuslaraza.org/ud/calr.html	The Campus Alliance de La Raza 218 Trabant University Center, University of Delaware Newark DE 19716
National Association of Hispanic Nurses (Delaware Chapter)	association	Mariavillot@aol.com	213 Shetland Dr New Castle , DE 19720
Primeros Pasos	childcare	www.firststepsde.org	P.O. Box 1003, Georgetown, DE 19947
St Francis Center of Hope	Healthcare	www.stfrancishealthcare.org	1220 Capitol Trl, Newark, DE 19711
The Latin Beat	radio	www.wdel.com	PO Box 7492, Wilmington, DE 19803
Voices Without Borders	Advocacy	www.voiceswithoutborders.org	1010 West 4th Street Wilmington, DE 19805
Westside Family Healthcare	Healthcare	http://www.westsidehealth.org/	1802 W. 4th Street, Wilmington, DE 19805

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Delaware Governor's Advisory Council on Hispanic Affairs

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